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ECONOMIC COMMISSION FOR AFRICA

LC/NAIROBI.

PROGRESS REPORT
(ICM)
No. 1/86

PROGRESS REPORT

1. (a) PROJECT TITLE: Joint ECA/ICM Return of Skills Programme for Africa.

(b) PROJECT NO: DMRAFOK 81

2. FUNDING SOURCE: Intergovernmental Committee for Migration

3. TOTAL COST: US$83,549.00

(a) Amount provided from ICM grant: US$83,549.00

(b) ECA Contribution: Support services and administrative backstopping.

4. Total obligations and expenditure as of 31 March 1986[1]

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[1] See Annex VII

E/ECA/PAMM/HPD/ICM/1

A. Introduction

On 21 June 1983, the Intergovernmental Committee for Migration (ICM) and the Economic Commission for Africa (ECA) signed a co-operation agreement to promote the economic and social development of Africa by focusing particular attention on dealing with the shortages of and imbalances in skilled manpower plaguing the continent and which undoubtedly constitute an obstacle to its socio-economic development.

Although at the moment no systematic and indepth studies have been carried out on Africa's brain drain, there is no doubt that it might pose ever-increasing problems to the continent's development.

In view of these difficulties and aware of what they could do to help overcome them, ECA and ICM took the initiative of establishing the Joint ECA/ICM Programme for the Return of Skills to Africa which, as its name indicates, tries to promote the return to Africa of Africans who are working or living in developed countries despite the fact that they have skills that Africa needs.

The Programme encourages the return of skilled Africans desirous of going back to their countries of origin or to the continent by offering them the following incentives:

(a) Travel costs;

(b) Transportation of personal effects;

(c) Transition allowance;

(d) Salary topping;

(e) Purchasing and shipping of scientific and professional instruments;

(f) Position-oriented training;

(g) Accident and medical insurance;

(h) Miscellaneous expenses.

To attain the objectives of the programme, the two organizations pool their complimentary resources together. Thus, ICM identifies skilled Africans who reside in Western countries while ECA tries to locate vacant posts in African countries. The two organizations could thus strike a balance between job offers and applications for jobs.

The following is what the Programme has managed to achieve since it became operational in 1983 (more details are provided in part B of the document):

(a) Identification of at least 192 qualified Africans living in developed countries who want to return home;

(b) Identification of at least 365 vacancies in Africa that could be filled by the returnees;

(c) Placement of 85 out of all the Africans living abroad willing to return home.

These are considerable achievements for a new programme which started only three years ago. It should be given time to mature before it can be judged objectively. However, it would be reasonable to try to find out the difficulties that the programme came up against in its three years of existence and then to look into ways of overcoming them.

B. Achievements of the Programme

To attain the objectives of the Joint ECA/ICM Programme, which is part of an overall effort to develop Africa economically, the three key activities already mentioned in the introduction have to be carried out namely:

(a) Identifying qualified Africans who are resident in Western countries and wish to return home to practise their profession;

(b) Identifying vacant posts in African countries likely to interest the returnees;

(c) Placing the candidates.

I. Identification of returnees

Out of the 192 returnees identified by ICM between 1982 and 1985, 85 of them actually came back to Africa and accepted the jobs they were offered; this first group represents 44 per cent of the whole.

There are 81 candidates or 43 per cent who are waiting to be recruited by African institutions.[1/]

The rest, 26 candidates or 13 per cent, have either withdrawn from the programme after showing initial interest or found jobs in Africa or elsewhere.

ECA processed the files on 116 of the candidates transmitted by ICM. Their geographical distribution and professional qualifications are as follows:

1/ The names of the candidates and data on them can be found in Candidates Biographical Sketches No. 1/86 of January 1986, ECA/PAMM/ICM/86/INF/1.

1) Geographical distribution of candidates

The following is a breakdown of the candidates by region:

(a) North Africa: 8 candidates (7 per cent);

(b) Central Africa: 15 candidates (13 per cent);

(c) West Africa: 33 candidates (29 per cent);

(d) East Africa: 60 candidates (51 per cent).

These figures show that the great majority of the candidates are from East Africa (51 per cent) followed by those of West Africa (29 per cent), Central Africa (13 per cent) and North Africa (7 per cent).

2) Professional Qualifications

The candidates were specialists in the following fields:

(a) Social science (42%); (see table 2 page 5)

(b) Medical sciences (16%); (see table 3 page 6)

(c) Animal science (12%); (see table 4 page 7)

(d) Agriculture (12%); (see table 5 page 8)

(e) Engineering (10%); (see table 6 page 9)

(f) Physical sciences (3.5%); (see table 8 page 11)

As it can be seen, social science constitute 42 per cent of total specializations medical sciences 16 per cent, animal sciences 12 per cent, agriculture 12 per cent and engineering 10 per cent.

When the professional qualifications of candidates are considered in the light of their regions of origin the following figures are obtained: (for further detail refer to Annex I)

Table 1

Areas of Specialization of all African Candidates submitted to ECA

(1982/85)

F I E L D	East Africa	West Africa	Central Africa	North Africa	TOTAL
-Social Sciences	31	9	8	1	49
-Medical Sciences	11	5	1	1	18
-Animal Sciences	6	5	1	2	14
-Agricultural Sciences	3	7	3	1	14
-Engineering	5	5		1	11
-Art		2	1	1	4
-Food Science	2				2
-Physical Sciences	1		1		2
-Mathematics Sciences				1	1
-Life Sciences	1				1
	60	33	15	8	116

Table 2

African Candidates Specialized in
Social Sciences Submitted to ECA

(1982/85)

SOCIAL SCIENCES	East Africa	West Africa	Central Africa	North Africa	TOTAL
-Economist	3	2	4	1	10
-Educational Administrator	7	1	2		10
-Accountant	3	3			6
-Business/Management	4	1			5
-Finance:- Financial Analyst	4	1			5
- " " Planner	2				2
-International Trade	2				2
-Public Administrator	1	1			2
-Personnel Manager	2				2
-Journalist/Media Specialist	2				2
-Teacher of Law			1		1
-Social Worker	1				1
-Social Scientist			1		1
-	31	9	8	1	49

Table 3

African Candidates specialized in Medical Sciences Submitted to ECA

(1982/85)

MEDICAL SCIENCES	East Africa	West Africa	Central Africa	North Africa	TOTAL
-General Practioner	2			1	3
-Surgeon	2				2
-Parasitologist/Microbiologist		2			2
-Physician (public health)	1	1			2
-Pharmacist	1	1			2
-Medical Social Worker	1		1		2
-Paediatrician	1				1
-Pathologist	1				1
-Epidemiologist	1				1
-Community Health Planner		1			1
-Industrial & Occupational Dr.	1				1
	11	5	1	1	18

Table 4

African Candidates Specialized in Animal Sciences Submitted to ECA

(1982/85)

ANIMAL SCIENCES	East Africa	West Africa	Central Africa	North Africa	TOTAL
-Animal Scientist	2	2		2	6
-Veterinary Surgeon	3	1	1		5
-Livestock Scientist	1				1
-Poultry Parasitologist		1			1
-Animal Nutritionist		1			1
	6	5	1	2	14

Table 5

African Candidates Specialized in
Agricultural Sciences submitted to ECA

(1982/85)

AGRICULTURAL SCIENCES	East Africa	West Africa	Central Africa	North Africa	TOTAL
-Agricultural Economist	1	3			4
-Agricultural Engineer		2			2
-Agronomist/ Plant Geneticist			1	1	2
-Agronomist/ Horticulturist	1		1		2
-Plant Pathologist	1				1
-Forest/ Forest Geneticist		1			1
-Soil Scientist		1			1
-Agronomist/ Sylviculturist			1		1
	3	7	3	1	14

Table 6

African Candidates Specialized in Engineering submitted to ECA

(1982/85)

ENGINEERING	East Africa	West Africa	Central Africa	North Africa	TOTAL
-Civil & Structural Engineer	3	4			7
-Hydrologist	1				1
-Chemical Engineer	1				1
-Metalleurgist		1			1
-Electronics Engineer				1	1
	5	5		1	11

Table 7

African Candidates Specialized in
Art & Food Science Submitted to ECA

(1982/85)

FIELD	East Africa	West Africa	Central Africa	North Africa	TOTAL
1) Art:					
- Architect		1	1	1	3
- Musician		1			1
2) Food Science:					
- Nutritionist	1				1
- Dietary Aid	1				1
	2	2	1	1	6

Table 8

African Candidates Specialized in
Physical, Mathematics and Life Sciences
Submitted to ECA

(1982/85)

FIELD	East Africa	West Africa	Central Africa	North Africa	TOTAL
1) Physical Sciences:					
-Chemistrist	1		1		2
2) Mathematics Sciences:					
-Mathematician				1	1
3) Life Sciences:					
-Biologist	1				1
	2		2	2	4

East Africa

The following is a breakdown of candidates from East Africa by country of origin:

Kenya 47%
Ethiopia 24%
Uganda 12%
Somalia 7%
Zimbabwe 7%
Burundi 1%
Malawi 1%
United Republic of Tanzania 1%.

They are specialized in the following fields:

Social science: 50 per cent
Medical sciences: 19 per cent
Animal science: 10 per cent
Engineering: 8 per cent
Agriculture: 5 per cent
Food science: 3 per cent
Biology: 2 per cent
Chemistry: 2 per cent

West Africa

West African candidates are from the following countries:

Nigeria 51%
Ghana 40%
Togo 6%
Liberia 3%

They have specialized in the following fields:

Social science: 27 per cent
Medical sciences: 16 per cent
Animal science: 16 per cent
Engineering: 16 per cent
Agriculture: 22 per cent
Art: 6 per cent.

Central Africa

The following is a breakdown of candidates by country:

Zaire: 55%

Chad: 20%

Cameroon: 15%

Equatorial Guinea: 9%

They are qualified in the following fields:

Social science: 50 per cent

Agriculture: 20 per cent

Medical sciences: 8 per cent

Animal science: 8 per cent

Chemistry: 7.5 per cent

Architecture: 7.5 per cent.

North Africa

Candidates from North Africa, who are in the minority, (7 per cent) underwent training in:

Animal science: 25 per cent

Social science : 12.5 per cent

Medical sciences: 12.5 per cent

Engineering: 12.5 per cent

Agriculture: 12.5 per cent

Mathematics: 12.5 per cent

Architecture: 12.5 per cent

Although there is no doubt that the various courses of study and qualifications are useful to Africa it appears that it is not easy to secure employment for all the candidates willing to come back home to Africa. Yet, as the following chapter shows, ECA and ICM have identified hundreds of vacant posts particularly posts of lecturers in African universities which naturally require the qualifications that the returnees have. Therefore in part C an attempt will be made to identify the obstacles to the Joint ECA/ICM Programme.

II. Identification of job vacancies in Africa

Three hundred and sixty-five job offers were identified between 1983 and 1985; 89 of them (24 per cent) have been filled while 276 (75 per cent) are still vacant and have been published in "Job Vacancies in Africa" No. 1/86/ECA/PAMM/ICM/86/INF/2 of March 1986. What are the areas of specialization required and which countries have vacancies?

1. Areas of Specialization

The following is a detailed listing of fields demanded by order of importance: (see tables 9 and 10 on pages 16 and 17)

Engineering: 20 per cent

Business: 18 per cent

Life sciences: 12 per cent

Medical sciences: 9.5 per cent

Industrial Technology: 8 per cent

Agriculture: 6.5 per cent

Natural resources: 4 per cent

Architecture: 3.5 per cent

Environmental design: 2.5 per cent

Education: 2.2 per cent

Art: 1.8 per cent

Classics: 1.8 per cent

Mathematics: 1 per cent

Linguistics: 1 per cent

Computer science: 1 per cent

Textiles: 0.75 per cent

Animal sciences: 0.75 per cent

Demography: 0.75 per cent

Geography: 0.75 per cent

Home economics: 0.75 per cent

Communications: 0.4 per cent

Food science: 0.4 per cent

Music: 0.4 per cent

Public administration: 0.4 per cent

Photography: 0.4 per cent

Physics: 0.4 per cent

Rural development: 0.4 per cent.

2. Countries with job vacancies

The following are the countries that have informed ECA and ICM of their needs with respect to qualified manpower: the list is by decreasing order of importance:

Nigeria: 31 per cent

Ghana: 21 per cent

Somalia: 14 per cent

Kenya: 13.5 per cent

Zimbabwe: 9 per cent

Niger: 7 per cent

Malawi: 2.5 per cent

United Republic of Tanzania: 1 per cent

Zambia: 1 per cent.

It should be noted that nearly all the job offers from the various countries come from university institutions.

Nigeria

Thirty one per cent of the job offers communicated to ECA and ICM are from Nigeria. That country's requirements are as follows:

Engineering: 31 per cent

Medical sciences: 19 per cent

Natural science: 14 per cent

Business: 10.5 per cent

Environmental design: 7 per cent

Architecture: 6 per cent

Art: 6 per cent

Education: 4.75 per cent

Agriculture: 3.5 per cent

Distribution of Job Offers among Countries 1982/85

Job Offers \ Country	Nigeria	Ghana	Somalia	Kenya	Zimbabwe	Niger	Malawi	Tanzania	Zambia	TOTAL
Engineering	6.5%	[illegible]	2.5%	[illegible]	3.5%	0.4%	1%			[illegible]
Business	3.[illegible]%	1.8%		[illegible].5%	[illegible].4%	[illegible].1%	0.75%	0.4%	1%	18%
Life Sciences	4.4%	1.8%	0.[illegible]%	3.5%		1.0%				[illegible]%
Health	5.8%	0.4%	0.75%	1.8%		0.[illegible]%		0.4%		[illegible].5%
Industrial Techn.	0.[illegible]%		6.[illegible]%	0.75%	0.75%			0.[illegible]%		[illegible]%
Agriculture	1%	4%	0.[illegible]%	0.[illegible]%	0.75%	0.75%				6.5%
Natural Resources		[illegible]%								4%
Architecture	1.8%	1.8%								3.5%
Environmental Design	[illegible].[illegible]%			0.4%						2.5%
Education	1.5%			0.[illegible]%		0.4%				[illegible].[illegible]%
Art Education	1.8%									1.8%
Classics		0.75%				1%				1.3%
Mathematics	0.4%		0.4%				0.4			1%
Linguistics		0.75%				0.4%				1%
Computer Science	0.75%				0.4%					1%
Textiles	0.4%			0.4%						0.75%
Animal Science		0.75%								0.75%
Demography		0.4%		0.4%						0.75%
Geography						0.75%				0.75%
Home Economics		0.4%		0.4%						0.75%
Communications				0.4%						0.4%
Food Science		0.4%								0.4%
Music	0.4%									0.4%
Public Administration			0.4%							0.4%
Photography		0.4%								0.4%
Physics	0.4%									0.4%
Rural Development			0.4%							0.4%
TOTAL	31%	21%	14%	13.5%	9%	7%	2.5%	1%	1%	100.%

Distribution of Job Offers among Countries

(1982/85)

Job Offers \ Country	Nigeria	Ghana	Somalia	Kenya	Zimbabwe	Niger	Malawi	Tanzania	Zambia	TOTAL
Engineering	18	11	7	6	10	1	3			56
Business	9	5	8	7	12	3	?	1	3	50
Life Sciences	12	5	1	10		5				33
Health	16	1	2	5		1		1		26
Industrial Technology	1		17	?	2			1		23
Agriculture	3	11	1	1		2				18
Natural Resources		11								11
Architecture	5	5								10
Environmental Design	6			1						7
Education	4			1		1				6
Art Education	5									5
Classics		2				3				5
Mathematics	1		1				1			3
Linguistics		2				1				3
Computer Science	?				1					3
Textiles	1			1						?
Animal Science		?								?
Demography		1		1						?
Geography						2				?
Home Economics		1		1						?
Communications				1						1
Food Science		1								1
Music	1									1
Public Administration			1							1
Photography		1								1
Physics	1									1
Rural Development			1							1
TOTAL	85	59	39	37	25	19	6	3	3	276

Computer sciences: 2.5 per cent

Mechanics: 1.2 per cent

Mathematics: 1.2 per cent

Music: 1.2 per cent

Physics: 1.2 per cent

Textiles: 1.2 per cent

Ghana

Twenty one per cent of the job offers came from Ghana whose requirements are as follows:

Agriculture: 19 per cent

Engineering: 19 per cent

Natural resources: 19 per cent

Architecture: 9 per cent

Business: 9 per cent

Life science : 9 per cent

Animal sciences: 3.5 per cent

Classics: 3.5 per cent

Linguistics: 3.5 per cent

Demography: 2 per cent

Food science: 2 per cent

Medical sciences: 2 per cent

Home economics: 2 per cent

Photo hy: 2 per cent.

Somalia

Somalia accounts for 14 per cent of the job offers and requires qualified manpower in the following fields:

Industrial Technology: 44 per cent

Business: 20 per cent

Engineering: 18 per cent

Medical sciences: 5 per cent

Agriculture: 3 per cent

Life science: 3 per cent

Mathematics: 3 per cent

Public administration: 3 per cent

Rural development: 3 per cent

Kenya

With 13.5 per cent of the job offers, Kenya requests skills in:

Life science: 27 per cent

Business: 19 per cent

Engineering: 16 per cent

Medical sciences: 13.5 per cent

Industrial Technology: 5.5 per cent

Agriculture: 3 per cent

Communications: 3 per cent

Demography: 3 per cent

Education: 3 per cent

Environmental design: 3 per cent

Home economics: 3 per cent

Textiles: 3 per cent

Zimbabwe

Zimbabwe, which accounted for 9 per cent of all the job offers received by ICM and ECA, needs skills in the following fields:

Business: 10 per cent

Engineering: 40 per cent

Industrial Technology: 8 per cent

Computer science: 4 per cent

Niger

Seven per cent of the job offers came from Niger which requests skills in:

Life sciences: 37 per cent

Business: 15.5 per cent

Classics: 15.5 per cent

Agriculture: 10 per cent

Geography: 10 per cent

Education: 5.5 per cent

Engineering: 5.5 per cent

Medical sciences (health): 5.5 per cent

Linguistics: 5.5 per cent

Malawi

With a share of 2.5 per cent of the total job offers, Malawi would like to secure the services of candidates with training in:

Engineering: 50 per cent

Business: 33 per cent

Mathematics: 17 per cent.

United Republic of Tanzania and Zambia

Each of these countries accounted for one per cent of the job offers received by ECA and ICM. The United Republic of Tanzania is looking for skills in:

Business: 33 per cent

Medical sciences: 33 per cent

Industrial Technology: 33 per cent

Zambia wants skills only in Business.

Despite the fact that more job offers, (276) have been received than requests for jobs, placing the candidates is not a simple mathematical operation; it has not been possible to secure jobs for all those interested in the ECA/ICM programme whose modest achievements in terms of absolute figures shows clearly that there are difficulties that are reducing the impact of the programme. Before tackling the difficulties an attempt will be made to see how many candidates have been secured jobs since the beginning of the ECA/ICM programme in 1982.

III. Placement of Candidates

From 1982 to 1985 a total of 85 candidates returned to Africa and were secured jobs in various sectors of the economy. The following pages provide a list of such candidates, the jobs they have been offered, their countries of origin, countries of placement and the sections in which they are working.

1) Origin of the candidates and countries of employment

It can be noted that the overwhelming majority of the candidates are from Eastern or Southern Africa and that almost all of them found jobs in their countries of origin.

Indeed, 44 per cent of the candidates for whom jobs were secured come from Kenya, 30 per cent from Zimbabwe, 5 per cent from Ghana, 5 per cent from the Sudan, 35 per cent from Nigeria, 2.5 per cent from Zaire, 2.5 per cent from Sierra Leone, 1.2 per cent from Zambia, 1.2 per cent from the United Republic of Tanzania and 1.2 per cent from Somalia.

2) Sectors of employment

About 38 per cent of the jobs secured were in the private sector, 20 per cent in higher education, 24 per cent in the ministries and related departments, 10 per cent in secondary education, 4.5 per cent in hospitals and 3.5 per cent in public enterprises.

The public sector is of course by far the largest employer in Africa but its jobs are restricted to higher and secondary education and administration where job prospects are unfortunately limited. When, moreover, one knows that virtually all African States have management problems it seems highly unrealistic to believe that there is an increasing potential for creating jobs in the public sector in the short term.

C. Difficulties of the programme

The joint ECA/ICM Return of Skills Programme for Africa seems to be facing two types of problems: problems inherent to the programme itself and those that are exogenous to it and hamper its operations.

I. Difficulties inherent to the Programme

It should be pointed out first of all that the Programme has two components:

(a) The first component is financed by the American Government and deals with the repatriation of qualified Africans who have emigrated to the United States of Amercia and who want to go back to their countries. It covers all African countries without exception and there are therefore no limitations with respect to the implementation of the programme;

PLACEMENT IN THE AFRICAN RETURN OF TALENT PROGRAMME 1982/85

1.	NAME	Abdi Ali
	NATIONALITY	SOM
	JOB OFFER	SIECA SPA
	DATE RETURN	17/?/1985
	COUNTRY PLACED	SOM
?	NAME	ALY Bakari
	NATIONALITY	KEN
	JOB OFFER	Ministry of Basic Education
	DATE RETURN	30/11/198?
	COUNTRY PLACED	KEN
3.	NAME	AGOLA Jane
	NATIONALITY	KEN
	JOB OFFER	Nairobi Hospital
	DATE RETURN	9/12/1985
	COUNTRY PLACED	KEN
4.	NAME	ANGWAFO Fru
	NATIONALITY	CAO
	JOB OFFER	Ministry of Health
	DATE RETURN	16/7/1985
	COUNTRY PLACED	CAO
5.	NAME	ARIWI John
	NATIONALITY	KEN
	JOB OFFER	Mwangaza Electroworks
	DATE RETURN	16/12/1983
	COUNTRY PLACED	KEN

6.	NAME	AVINO Ishmael
	NATIONALITY	KEN
	JOB OFFER	United Trustee Finance Ltd.
	DATE RETURN	23/9/1985
	COUNTRY PLACED	KEN
7.	NAME	AZEGE Biam
	NATIONALITY	NIR
	JOB OFFER	Anume Bua and Co.
	DATE RETURN	28/12/1985
	COUNTRY PLACED	NIR
8.	NAME	BETT Rachel
	NATIONALITY	KEN
	JOB OFFER	Rift Valley Institute of Science & Technology
	DATE RETURN	26/5/1983
	COUNTRY PLACED	KEN
9.	NAME	BUNGU Zindoga
	NATIONALITY	ZBW
	JOB OFFER	Ministry of Health
	DATE RETURN	26/6/1985
	COUNTRY PLACED	ZBW
10.	NAME	CHARLES Cecilia
	NATIONALITY	KEN
	JOB OFFER	Ministry of Financial Planning
	DATE RETURN	22/7/1985
	COUNTRY PLACED	KEN
11.	NAME	CHELUGET Ruth
	NATIONALITY	KEN
	JOB OFFER	Africa Inland Church
	DATE RETURN	11/4/1985
	COUNTRY PLACED	KEN

12.	NAME	CHEMEI David
	NATIONALITY	KEN
	JOB OFFER	Agricultural Dvpmt. Corp.
	DATE RETURN	28/4/1984
	COUNTRY PLACED	KEN
13.	NAME	CHIGUMIRA Lovemore
	NATIONALITY	ZBW
	JOB OFFER	UMC-Sunnyside High School
	DATE RETURN	18/7/1985
	COUNTRY PLACED	ZBW
14.	NAME	CHIGUMIRA Jane
	NATIONALITY	ZBW
	JOB OFFER	UMC-Sunnyside High School
	DATE RETURN	18/7/1985
	COUNTRY PLACED	ZBW
15.	NAME	CHINYANGA Herbert
	NATIONALTIY	ZBW
	JOB OFFER	University of Zimbabwe
	DATE RETURN	4/9/1985
	COUNTRY PLACED	ZBW
16.	NAME	CHIVANZA Veronica
	NATIONALITY	ZBW
	JOB OFFER	Gunda Investments
	DATE RETURN	31/12/1985
	COUNTRY PLACED	ZBW
17.	NAME	CHOTO
	NATIONALITY	ZBW
	JOB OFFER	Ministry of Education
	DATE RETURN	9/1/1983
	COUNTRY PLACED	ZBW

18.	NAME	DADSON
	NATIONALITY	ZBW
	JOB OFFER	Ministry of Education
	DATE RETURN	9/1/1983
	COUNTRY PLACED	ZBW
19.	NAME	DEMBI AUSTIN
	NATIONALITY	SIE
	JOB OFFER	Center for Disease Control
	DATE RETURN	5/10/1985
	COUNTRY PLACED	SIE
20.	NAME	DZIKITI Ntunga
	NATIONALITY	ZBW
	JOB OFFER	Department Rural Devpmt.
	DATE RETURN	19/11/1985
	COUNTRY PLACED	ZBW
21.	NAME	EKUNDAYO Henry
	NATIONALITY	NIR
	JOB OFFER	Lado Nigeria Ltd.
	DATE RETURN	1/8/1985
	COUNTRY PLACED	NIR
22.	NAME	EL HUSSEIN Abubakr
	NATIONALITY	SUD
	JOB OFFER	University of Gezira
	DATE RETURN	30/11/1984
	COUNTRY PLACED	SUD
23.	NAME	ETTE Aniedi
	NATIONALITY	NIR
	JOB OFFER	University of Zambia
	DATE RETURN	1985/86
	COUNTRY PLACED	ZAMBIA

24.	NAME	FORTIGO Anthony
	NATIONALITY	CAO
	JOB OFFER	Gina & Brothers Enterprise
	DATE RETURN	24/9/1984
	COUNTRY PLACED	CAO
25.	NAME	GIKONYO Daniel
	NATIONALITY	KEN
	JOB OFFER	University of Nairobi
	DATE RETURN	17/7/1985
	COUNTRY PLACED	KEN
26.	NAME	GIKONYO Betty
	NATIONALITY	KEN
	JOB OFFER	Ministry of Health
	DATE RETURN	17/7/1985
	COUNTRY PLACED	KEN
27.	NAME	GUGA Chris
	NATIONALTIY	ZBW
	JOB OFFER	Ministry of Health
	DATE RETURN	26/3/1985
	COUNTRY PLACED	ZBW
28.	NAME	IBRAHIM Hassan
	NATIONALITY	SUD
	JOB OFFER	The Sheet Metal Industries
	DATE RETURN	10/5/1985
	COUNTRY PLACED	SUD
29.	NAME	ITHAU Beth
	NATIONALITY	KEN
	JOB OFFER	Kenya Publishing & Marketing Co.
	DATE RETURN	11/7/1985
	COUNTRY PLACED	KEN

30.	NAME	JACKSON Francis
	NATIONALITY	SIE
	JOB OFFER	Ministry of Agricultural & Natural Res.
	DATE RETURN	27/6/1985
	COUNTRY PLACED	SIE
31.	NAME	JIRIRA Kwanele
	NATIONALITY	ZBW
	JOB OFFER	Ministry of Agriculture
	DATE RETURN	19/12/1984
	COUNTRY PLACED	ZBW
32.	NAME	KANIGA Miriam
	NATIONALITY	KEN
	JOB OFFER	Trend Publishers
	DATE RETURN	31/12/1984
	COUNTRY PLACED	KEN
33.	NAME	KAJESE Tanyaradzw
	NATIONALITY	ZBW
	JOB OFFER	Barclays Bank
	DATE RETURN	17/5/1985
	COUNTRY PLACED	ZBW
34.	NAME	KARANGU Elizabeth
	NATIONALITY	KEN
	JOB OFFER	83/035-Kenya KTTC
	DATE RETURN	27/12/1984
	COUNTRY PLACED	KEN

35.	NAME	KAREMANIVANANE Amatus
	NATIONALITY	ZIM
	JOB OFFER	Agritex
	DATE RETURN	20/1[illegible]/1984
	COUNTRY PLACED	ZIM
36.	NAME	KARIKO Lisony
	NATIONALITY	NAM
	JOB OFFER	Katutura Snr. Sec. School
	DATE RETURN	[illegible]/11/1985
	COUNTRY PLACED	KEN
37.	NAME	KARIUKI Benson
	NATIONALITY	KEN
	JOB OFFER	Commercial Bank of Africa
	DATE RETURN	21/6/1984
	COUNTRY PLACED	KEN
38.	NAME	KATHUKA Sophia
	NATIONALITY	KEN
	JOB OFFER	Nova Industrial Products
	DATE RETURN	15/4/1985
	COUNTRY PLACED	KEN
39.	NAME	KEMEI Rose
	NATIONALITY	KEN
	JOB OFFER	ICIPE
	DATE RETURN	21/9/1984
	COUNTRY PLACED	KEN
40.	NAME	KERICH Joel
	NATIONALITY	KEN
	JOB OFFER	Tenwek Hospital
	DATE RETURN	19/6/1984
	COUNTRY PLACED	KEN

41. NAME KERICH Joel
NATIONALITY KEN
JOB OFFER Tenwek Hospital
DATE RETURN 6/5/1985
COUNTRY PLACED KEN

42. NAME KERRE Bonaventur
NATIONALITY KEN
JOB OFFER KE/018/84
DATE RETURN 1/10/1984
COUNTRY PLACED KEN

43. NAME KIARIE Joseph
NATIONALITY KEN
JOB OFFER Savaha Crafts
DATE RETURN 7/11/1985
COUNTRY PLACED KEN

44. NAME KIITI Peter
NATIONALITY KEN
JOB OFFER Kamba Wholesaler & Distributors
DATE RETURN 24/9/1984
COUNTRY PLACED KEN

45. NAME KITUR Bernard
NATIONALITY KEN
JOB OFFER Rift Valley Institute
DATE RETURN 4/1/1983
COUNTRY PLACED KEN

46. NAME KODENYO David
NATIONALITY GHA
JOB OFFER School Mental Retard Children
DATE RETURN 29/11/1985
COUNTRY PLACED GHA

47.	NAME	K'RHODA George
	NATIONALITY	KEN
	JOB OFFER	University of Nairobi
	DATE RETURN	17/1/1985
	COUNTRY PLACED	KEN
48.	NAME	KUMUTSANA Clady's
	NATIONALITY	ZBW
	JOB OFFER	Mashoko High School
	DATE RETURN	5/3/1985
	COUNTRY PLACED	ZBW
49.	NAME	LIDALA Charles
	NATIONALITY	KEN
	JOB OFFER	UNIMF
	DATE RETURN	23/2/1984
	COUNTRY PLACED	KEN
50.	NAME	LUBANGA Kudus
	NATIONALITY	SUD
	JOB OFFER	Ministry of Transport
	DATE RETURN	24/10/1985
	COUNTRY PLACED	SUD
51.	NAME	LUCHEMPE Chipaska
	NATIONALITY	ZAM
	JOB OFFER	University of Zambia
	DATE RETURN	17/9/1984
	COUNTRY PLACED	ZAM
52.	NAME	MABONGA Grace
	NATIONALITY	ZBW
	JOB OFFER	Central African Mission
	DATE RETURN	28/12/1984
	COUNTRY PLACED	ZBW

53.	NAME	MACHAYO Grace
	NATIONALITY	KEN
	JOB OFFER	Kenya Institute of Teachers
	DATE RETURN	5/8/1985
	COUNTRY PLACED	KEN
54.	NAME	MALLA Florence
	NATIONALITY	KEN
	JOB OFFER	Ovendoor Bakeries
	DATE RETURN	14/10/1985
	COUNTRY PLACED	KEN
55.	NAME	MANUTSE Sipiwe
	NATIONALITY	ZBW
	JOB OFFER	Mesvingo Christian Secondary
	DATE RETURN	31/12/1984
	COUNTRY PLACED	ZBW
56.	NAME	MANONGA Moses
	NATIONALITY	ZBW
	JOB OFFER	Ministry of Education
	DATE RETURN	10/9/1985
	COUNTRY PLACED	ZBW
57.	NAME	MANYU Peter
	NATIONALITY	KEN
	JOB OFFER	Experts Unlimited
	DATE RETURN	17/9/1985
	COUNTRY PLACED	KEN
58.	NAME	MBAWA Naboth
	NATIONALITY	ZBW
	JOB OFFER	Mpilo Hospital-Ministry of Health
	DATE RETURN	23/6/1983
	COUNTRY PLACED	ZBW

59.	NAME	MLANEO Hanson
	NATIONALITY	ZBW
	JOB OFFER	Ministry of Education
	DATE RETURN	15/8/1985
	COUNTRY PLACED	ZBW
60.	NAME	MOYO Nokwazi
	NATIONALITY	ZBW
	JOB OFFER	VOICE
	DATE RETURN	26/11/1985
	COUNTRY PLACED	ZBW
61.	NAME	MSANGI Kiure
	NATIONALITY	TAN
	JOB OFFER	Tanzania Publishing House
	DATE RETURN	22/7/1985
	COUNTRY PLACED	TAN
62.	NAME	MUNYU Obadiah
	NATIONALITY	KEN
	JOB OFFER	KTTC
	DATE RETURN	3/9/1984
	COUNTRY PLACED	KEN
63.	NAME	MUNYUKI Mabel
	NATIONALITY	ZBW
	JOB OFFER	Agricultural Finance Corp.
	DATE RETURN	2/11/1984
	COUNTRY PLACED	ZBW
64.	NAME	MUSAKA-SIMIYU Aggrey
	NATIONALITY	KEN
	JOB OFFER	Teachers Service Commission
	DATE RETURN	19/8/1985
	COUNTRY PLACED	KEN

65. NAME MUSHIPE Anthony
NATIONALITY ZBW
JOB OFFER Unlimited Business Services
DATE RETURN 18/1/1985
COUNTRY PLACED ZBW

66. NAME MUSHIPE Zuvarashe
NATIONALITY ZBW
JOB OFFER Ministry of Education
DATE RETURN 18/1/1985
COUNTRY PLACED ZBW

67. NAME MUTAMBARA Mary
NATIONALITY ZBW
JOB OFFER Mt. Pleasant Clinic, Harare
DATE RETURN 22/6/1984
COUNTRY PLACED ZBW

68. NAME MUTUMA John
NATIONALITY ZBW
JOB OFFER Zimbabwe Broadcasting Co.
DATE RETURN 9/1/1983
COUNTRY PLACED ZBW

69. NAME NDEBU Gama
NATIONALITY CAO
JOB OFFER Ministry of Public Health
DATE RETURN 25/7/1985
COUNTRY PLACED CAO

70. NAME NEBA Juliette
NATIONALITY CAO
JOB OFFER American Life Insurance Co.
DATE RETURN 7/10/1985
COUNTRY PLACED CAO

71.	NAME	NGOKWEY Ndolamb
	NATIONALITY	ZAI
	JOB OFFER	ECA 302 NIG-Zaire Lumumbachi
	DATE RETURN	18/12/1984
	COUNTRY PLACED	ZAI
72.	NAME	NJAGU Paul
	NATIONALITY	ZMB
	JOB OFFER	Ministry of Education
	DATE RETURN	28/11/1986
73.	NAME	NJERU Kaari
	NATIONALITY	KEN
	JOB OFFER	Kenya Nut Co. Ltd.
	DATE RETURN	26/11/1984
	COUNTRY PLACED	KEN
74.	NAME	NYAMEKYE Boahma
	NATIONALITY	GHA
	JOB OFFER	Ghana Atomic Energy Commission
	DATE RETURN	30/9/1985
	COUNTRY PLACED	GHA
75.	NAME	ODUIANDO Mark
	NATIONALITY	KEN
	JOB OFFER	University of Nairobi
	DATE RETURN	23/1/1984
	COUNTRY PLACED	KEN
76.	NAME	OMOLO Edward
	NATIONALITY	KEN
	JOB OFFER	ILRAD
	DATE RETURN	28/7/1984
	COUNTRY PLACED	KEN

77.	NAME	ONDARI Clive
	NATIONALITY	KEN
	JOB OFFER	Nairobi University
	DATE RETURN	7/10/1985
	COUNTRY PLACED	KEN
78.	NAME	OMUSU-EFFIPONG Lambert
	NATIONALITY	GHA
	JOB OFFER	University of Ghana
	DATE RETURN	1/10/1985
	COUNTRY PLACED	GHA
79.	NAME	PUTTHO Godeon
	NATIONALITY	KEN
	JOB OFFER	Ministry of Education Science & Technology
	DATE RETURN	18/3/1985
	COUNTRY PLACED	KEN
80.	NAME	SEREN David
	NATIONALITY	KEN
	JOB OFFER	Rift Valley Institute
	DATE RETURN	7/10/1985
	COUNTRY PLACED	KEN
81.	NAME	SIDAHMED Ahmed
	NATIONALITY	SUD
	JOB OFFER	Winrock International
	DATE RETURN	29/9/1983
	COUNTRY PLACED	KEN
82.	NAME	VALINANDE Nzama
	NATIONALITY	ZAI
	JOB OFFER	Institut Pedagogique National
	DATE RETURN	27/8/1985
	COUNTRY PLACED	ZAI

83.	NAME	MUMOCHO Franscah
	NATIONALITY	KEN
	JOB OFFER	Teachers Service Commission
	DATE RETURN	16/12/1985
	COUNTRY PLACED	KEN
84.	NAME	MWADO Stanley
	NATIONALITY	KEN
	JOB OFFER	Egerton Agricultural College
	DATE RETURN	29/1/1985
	COUNTRY PLACED	KEN
85.	NAME	MWANDE Nyrovai
	NATIONALITY	ZBW
	JOB OFFER	CPZ
	DATE RETURN	31/12/1985
	COUNTRY PLACED	ZBW

(b) The second component is financed by the European Economic Community (EEC) and is a pilot project whose aim is to encourage the return to Africa of qualified Africans from a specific number of African countries who are living in Europe; this is where the difficulties are. For the moment, the Programme concerns only three countries, i.e., Kenya, Somalia and Zimbabwe. Zambia is making efforts to join the three countries soon.

The second component, which is more of a bilateral agreement than a continent-wide one at the moment, does not envisage the return home of Africans from other countries. ICM is certainly trying to assist nationals from the countries that are not covered by this European programme by providing low fare air tickets but we believe that EEC should, as the Americans, opt for a comprehensive policy covering the whole continent because it would facilitate the total implementation of the programme and it would have a considerable and much appreciated impact under the efforts to maximize the utilization of available skills in order to promote Africa's economic and social development.

II. Problems exogenous to the programme

The following problems exogenous to the programme have been identified:

1) Difficulties relating to means of communication

Without means of communication the programme cannot be implemented; indeed, postal services, i.e. letters, telegrammes and telexes are the best means of communication with African countries. However, when it takes several months for an addressee to receive a reply to his letter and when, despite the high costs of telegrammes and telexes, they do not generate rapid answers from African correspondents they not only slow down the implementation of the programme but also endanger its objectives by discouraging candidates and making them lose interest in the programme.

Perhaps these problems will be overcome when the programme is better understood and becomes better known in Africa.

2) Difficulties stemming from an understanding of the programme

The Programme is still not well known and is misunderstood by many African countries. In that respect, ECA offered in February 1986 to carry out a preliminary consultancy mission to five West African countries to provide them with information on the overall functioning of the Programme and to discuss with the appropriate authorities various aspects thereof.

Greater attention should be given to promoting the programme in order to make it better understood in the long run and enable it to develop.

3) Difficulties relating to the current orientation of the programme

The great majority of Africans wishing to go back home have high qualifications equivalent to doctorates and several years of experience as lecturers and/or researchers in Western universities. It would therefore be perfectly reasonable that once they come back to Africa they should aspire to similar jobs; however, although African universities participate significantly in the programme (30 per cent of the jobs secured), they cannot yet absorb by themselves all the available professionals.

The civil service (excluding universities) which is a major employer in Africa can give adequate job opportunities to some candidates. Public enterprises, whose participation in the programme is only 3.5 per cent, could be requested to increase their contribution. However, despite all the laudable efforts that the civil service might make, its current difficulties do not allow it to respond to all employment needs. These limitation on the civil service lead one to think that in order to increase the efficiency of the programme the employment sectors should be expanded. The semi-public and private sectors should be given greater consideration for two reasons. The first stems from the very nature of the civil service; indded, beyond the current crisis it is going through, the civil service is plagued by problems of low productivity and its economic efficiency when compared to that of the semi-public and private sectors is low. The second consideration flows logically from the first; it stems from the fact that the private and semi-public sectors have greater employment prospects than the public sector.

D. Conclusion

Despite the fact that it is a new programme which has difficulties, the Joint ECA/ICM Programme for the Return of Skills of Africa has enabled 44 per cent of the returnees identified under the programme to go back to the region or to their countries of origin to practice their skills. This laudable achievement should be continued and improved so that ECA and ICM can attain their objective of developing Africa socially and economically.

It would be natural and highly desirable especially because of the economic crisis which is affecting all countries, particularly those in Africa, that the programme should record a measure of success. However, to make it more successful, the following steps should be taken to try to overcome the problems mentioned earlier on or to minimize them as much as possible:

(a) Revise the European component of the programme to make it regional;

(b) Use all possible means to make the existence of the programme and its operations known to all Africans concerned returnees and employers;

(c) Create an atmosphere of trust in the programme by those concerned to ensure that they do not drop out of it or become discouraged;

(d) Orient the programme more towards the private and semi-private sectors to promote and strengthen public enterprises and the activities of private enterpeneurs who are key economic operators.

For the period 1 January 1986 to 30 June 1986 the programme intends to:

(a) Identify returnees and to publish their biographical sketches in February and June;

(b) Identify job vacancies in Africa and publish them in March;

(c) Find employment for about 20 candidates;

(d) Send advisory missions to Nigeria, Ghana, Niger, Guinea and Sierra Leone;

(e) Publish brochures to promote the programme.

EAST AFRICAN CANDIDATES' QUALIFICATIONS

Medical Sciences

-General Practitioner.....?
-Surgeon.....?
-Pediatrician.....1
-Pathologist.....1
-Epidemiologist.....1
-Parasitologist & Microbiologist....
-Medical Social worker.....1
-Community Health Planner.....
-Physician (Public Health).....1
-Industrial & Occupational Dr. 1
-Pharmacist.....1

Food Science

-Nutritionist.....1
-Dietary Aid.....1

Animal Science

-Veterinarian.....3
-Livestock Scientist.....1
-Animal Scientist.....?
-Poultry Parasitologist.....
-Animal Nutritionist.....

Life Sciences

-Biologist.....1

Physicial Sciences

-Chemistrist.....1

Mathematics Sciences

-Mathematician.....

Engineering

-Civil & Structural Engineer..3
-Hydrologist.....1
-Chemical Engineer.....1
-Metallurgist.....
-Electronics Engineer.....

Agricultural Sciences

-Agricultural Engineer.....
-Agricultural Economist.....1
-Plant Pathologist.....1
-Forestry & Forest Geneticist.
-Soil Scientist.....
-Agronomist/Plant Geneticist..
-Agronomist/Horticulturist....1
- " /Sylviculturist....

Social Sciences

-Accountant.....3
-Finance=Financial Analyst.....4
- " Planner.....?
-International Trade.....?
-Business/Management.....4
-Public Administrator.....1
-Economist.....3
-Personnel Manager.....?
-Educational Administrator.....7
-Teacher of Law.....
-Social worker.....1
-Journalist/Media Specialist.....?
-Social Scientist.....

Art

-Architect.....
-Musician.....

TOTAL 60

	NAME	COUNTRY OF ORIGIN	QUALIFICATION	COUNTRY OF MIGRATION	RECRUITED BY	APPLIED FOR PLACEMENT
1.	ACHOLLO ECA/AF-126	KENYA	CHEMISTRIST	USA	ICM, Washingon	-
2.	AWINO ECA/AF-106	"	ACCOUNTANT	"	" "	
3.	AYAGA ECA/AF-133	"	EDUCATIONAL ADMINISTRATOR	"	" "	N.A. (1)
4.	GAGA ECA/AF-116	"	FINANCIAL ANALYST	"	" "	
5.	GAKERE ECA/AF-131	"	PERSONNEL MANAGER	"	" "	
6.	GICHUHI ECA/AF-107	"	ECONOMIST/ FINANCIAL PLANNER	"	" "	
7.	KIANO ECA/AF-132	"	ECONOMIST	CANADA	" "	
8.	KESI NICHOLAS MAFUNDO ECA/E-008	"	LANGUAGE & LITERATURE TEACHER, JOURNALIST	ITALY	ICM, Europe March, 1984	University of Legon- Ghana 12/6/1984
9.	KIRAGU ECA/AF-113	"	BUSINESS MANAGER/ ADMINISTRATOR	USA	ICM, Washington	
10.	KIVAGU ECA/AF-32	"	EPIDEMIOLOGIST	"	" "	N.A.
11.	KIVINZA-WAMOCHO ECA/AF-28	"	EDUCATOR (Rehabilitative Programs:	"	" "	N.A.
12.	LIMO ECA/AF-109	"	ECONOMIST	"	" "	
13.	MAKHATSA ECA/AF-98	"	BUSINESS MANAGER/ EDUCATOR	"	" "	
14.	MAKOKHA ECA/AF-130	"	BUSINESS ADMINISTATOR/ ECONOMIST	"	" "	

(1) N.A.: No More Available

	NAME	COUNTRY OF ORIGIN	QUALIFICATION	COUNTRY OF MIGRATION	RECRUITED BY	APPLIED FOR PLACEMENT
15.	MIBEY RICHARD ECA/AF-61	KENYA	PLANT PATHOLOGIST & AGRICULTURAL ADMINISTRATOR	USA	ICM, Washington	University of Ghana, 19/9/84 N.A.
16.	MUNDA ECA/AF-61	"	AGRICULTURAL ECONOMIST	"	" "	
17.	NYONGESA ECA/AF-47	"	MEDICAL SOCIAL WORKER	"	" "	N.A.
18.	NYONGO AGGREY ECA/AF-53	"	PATHOLOGIST	"	" "	N.A.
19.	OKELO ECA/AF-129	"	NUTRITIONIST	"	" "	
20.	ONDIEGI ECA/AF-103	"	FINANCIAL ANALYST	"	" "	
21.	ONDIGI ECA/AF-104	"	ACCOUNTANT	"	" "	
22.	OPIYO ECA/AF-128	"	DIETARY AID	"	" "	
23.	ORINDA ECA/AF-123	"	FINANCIAL PLANNER/ ACCOUNTANT	"	" "	
24.	OUKO ECA/AF-86	"	FINANCIAL ANALYST	"	" "	
25.	SEDA ECA/AF-122	"	ACCOUNTANT	"	" "	
26.	SEREM ECA/AF-102	"	EDUCATIONAL ADVISOR	"	" "	N.A.
27.	WANGA ECA/AF-119	"	AGRICULTURE/HORTICUL-TURIST	"	" "	
28.	ECA/AF-41	"	PERSONNEL MANAGER	"	" "	N.A.

	NAME	COUNTRY OF ORIGIN	QUALIFICATION	COUNTRY OF MIGRATION	RECRUTIED BY	APPLIED FOR PLACEMENT
29.	AMHA-TSION ECA/E-001	ETHIOPIA	PUBLIC ADMINISTRATION LAW	CH	ICM, Europe April, 1984	University of Niamey 16/10/1984
30.	BEKELE ECA/AF-4	"	CIVIL ENGINEER		ICM, Washington	N.A.
31.	TEDLA ELLENI ECA/AF-004	"	INTERNATIONAL DVPMT & EDUCATION, PUBLIC ADM. SOCIOLOGY & PSYCHOLOGY	USA	"	
32.	IYASU ECA/AF-121	"	PHYSICIAN (Public Health)		"	
33.	JOSEPH ECA/AF-78	"	VETERINARIAN		"	
34.	SOLOMON ASSEFASH ECA/E-017	"	PHARMACIST	CH	April, 1984	
35.	TESSEMMA A. NEGASH ECA/AF-45	"	INDUSTRIAL & OCCUPATIONAL DOCTOR		ICM, Washington	
36.	TIGENEH ADMASSU ECA/AF-69	"	VETERINARY PATHOLOGIST	USA	ICM, Washington	University of Lagon, 31/8/1984; University of Nsukka, 31/8/1984; University of Zambia, 26/6/1985.
37.	WOLDETENSAI ECA/E-019	"	PHYSICIAN-SPECIALIST IN PAEDIATRICS	ITALY	ICM, Europe 30 May, 1985	
38.	YUMER ECA/AF-114	"	ADMINISTRATOR/ EDUCATOR	USA	ICM, Washington	

	NAME	COUNTRY OF ORIGIN	QUALIFCIATION	COUNTRY OF MIGRATION	RECRUITED BY	APPLIED FOR PLACEMENT
39.	ZECHARIAS ECA/AF-31	ETHIOPIA	HYDROLOGIST		ICM, Washington	University of Sierra Leone
40.	ECA/AF-39	"	INTERNATIONAL TRADE ANALYST	"	"	N.A.
41.	ECA/AF-42	"	LIVESTOCK SCIENTIST/ EXTENSION TRAINER	"	"	N.A.
42.	ECA/AF-84	"	PHYSICIAN	"	"	N.A.
43.	HABIMANA F. ECA/AF-97	UGANDA	MANAGEMENT SCIENCES	USA	" "	University of Ghana 11/4/1984
44.	KASULE ECA/AF-81	"	FINANCIAL CONSULTANT	"	" "	
45.	KISSALITA ECA/AF-88	"	PROJECTS OR DEVELOP-MENT ENGINEER	"	" "	
46.	LWANGA-IGA-I. ECA/E-010	"	VETERINARY SURGEON	W. GERMANY	ICM, EUROPE	
47.	MOYO E.B. ECA/E-012	"	MEDICAL DOCTOR/ SURGEON	GREECE	" "	
48.	NTABBI J. ECA/AF-007	"	BIOLOGIST	USA	ICM, Washington	Nsukka Univ. 24/8/1984
49.	ODWONGO W.O. ECA/AF-67	"	ANIMAL SCIENTIST	"	" "	University of Makerere, Uganda 11/10/1984 N.A

	NAME	COUNTRY OF ORIGIN	QUALIFICATION	COUNTRY OF MIGRATION	RECRUITED BY	APPLIED FOR PLACEMENT
50.	ALI D.Ali ECA/AF-100	SOMALIA	EDUCATIONAL ADVISOR	CANADA	ICM; Washington	
51.	ISSE MAHMOUD ECA/E-007	"	DOCTOR	CH	ICM, EUROPE	Somali National University, 24/7/1985
52.	SIAD ECA/AF-115	3	ANIMAL SCIENTIST	USA	ICM, Washington	
53.	WARSAME ECA/AF-118	"	CHEMICAL ENGINEER	"	" "	
54.	CHIWANZA ECA/AF-101	ZIMBABWE	ADMINISTRATOR	USA	ICM, Washington	N.A.
55.	CHOMBO I. ECA/AF-49	"	ADMINISTRATOR/ EDUCATOR	"	" "	Bulawayo Technical College, Zimbabwe, 30/4/1985
56.	MPHALELELE ECA/AF-92	"	BROADCAST JOUNALIST/ MEDIA SPECIALIST	"	" "	N.A.
57.	WHANDE ECA/AF-90	"	SOCIAL WORKER/ ADMINISTRATOR	"	" "	N.A.
58.	BAKARA C. ECA_E-002	BURUNDI	PHYSICIAN/SURGEON	ITALY	ICM; EUROPE	University of Nsukka, 31/8/1984
59.	MHANGO ECA/AF-72	MALAWI	ECONOMIST	USA	ICM, Washington	N.A.
60.	SHOO S. ECA/AF-68	TANZANIA	CIVIL/STRUCTURAL ENGINEER	USA	ICM, Washington	Bulawayo Technical College, Zimbabwe, 30/4/1985 Maiduguri Univ.

WEST AFRICAN CANDIDATES' QUALIFICATIONS

Medical Sciences

-General Practitioner.....
-Surgeon.....
-Pediatrician.....
-Pathologist.....
-Epidemiologist.....
-Parasitologist & Microbiologist.....2
-Medical Social Worker.....
-Community Health Planner.....1
-Physician (Public Health).....1
-Industrial & Occupational Dr. .....
-Pharmacist.....1

Food Science

-Nutritionist.....
-Dietary Aid.....

Animal Science

-Veterinarian.....1
-Livestock Scientist.....
-Animal Scientist.....2
-Poultry Parasitologist.....1
-Animal Nutritionist.....1

Life Sciences

-Biologist.....

Physical Sciences

-Chemistrist.....

Mathematics Sciences

-Mathematician.....

Engineering

-Civil & Structural Engineer.....4
-Hydrologist.....
-Chemical Engineer.....
-Metallurgist.....1
-Electronics Engineer.....

Agricultural Sciences

-Agricultural Engineer.....2
-Agricultural Economist.....3
-Plant Pathologist.....
-Forestry & Forest Geneticist.....1
-Soil Scientist.....1
-Agronomist/Plant Geneticist.....
-Agronomist/Sylviculturist.....
-Agronomist/Horticulturist.....

Social Sciences

-Accountant.....3
-Finance= Financial Analyst..... 1
- " Planner.....
-International Trade.....1
-Business/Management.....1
-Public Administrator.....1
-Economist.....2
-Personnel Manager.....
-Educational Administrator.....1
-Teacher of Law.....
-Social Worker.....
-Journalist/Media Specialist.....
-Social Scientist.....

Art

-Architect.....1
-Musician.....1

TOTAL 33

	NAME	COUNTRY OF ORIGIN	QUALIFICATION	COUNTRY OF MIGRATION	RECRUITED BY	APPLIED FOR PLACEMENT
1.	APOLABI ECA/AF-87	NIGERIA	PARASITOLOGIST	USA	ICM, Washington	
2.	AUGUSTINE K. Kole-James ECA/AF-003	"	PHARMACIST	"	" "	Lagos Univ. teaching hospital 19/12/83
3.	BARADE S. Silas ECA/AF-111	"	ECONOMIST	"	" " 28 April 1985	Auchi Poly-technic Nigeria. 20/5/1985 N.A.
4.	ETTE A.O ECA/AF-96	"	MATALLURGIST METALLURGICAL ENG.	"	ICM, Washington 20/?/1985	University of NSUKKA Nigeria 12/3/1985 N.A. Univ. of Zambia 26/6/85
5.	FAGBEMI ECA/AF-125	"	ACCOUNTANT	"	ICM, Washington	
6.	JOHNSON ECA/AF-117	"	ARCHITECT	"	" "	
7.	NWAIFE J. Sonny Stanley ECA/AF-59	"	ACCOUNTANT & ACCOUNTING ADJUNCT LECTURER	"	ICM, Washington 3 June 1984	Univ. of Malawi 31/8/1984 Univ. of Zambia 20/6/1985
8.	NWOKOLO B. ECA/AF-99	"	CIVIL ENGINEERING	"	ICM, Washington 11 June 1984	Auchi Poly. Nigeria
9.	OGBUOKIRI ECA/AF-83	"	POULTRY PARASITO-LOGIST	"	ICM, Washington	
10.	OKEREKE ECA/AF-127	"	CIVIL ENGINEER	"	" "	
11.	OLANIYI ECA/AF-124	"	EDUCATIONAL ADMINIS_ TRATOR/BIOLOGIST	"	" "	

	NAME	COUNTRY OF ORIGIN	QUALIFICATION	COUNTRY OF MIGRATION	RECRUITED BY	APPLIED FOR PLACEMENT
12.	OMOIKE Godfrey O. ECA/AF-51	NIGERIA	CIVIL & MECHANICAL ENGINEER	USA	ICM, Washington 13/4/1984	Univ. of Nigeria 27/8/1984 N.A.
13.	OMOKPISE Ogbenekome U. ECA/AF-74	"	FORESTRY & FOREST GENETICIST	"	ICM, Washington 22/5/1984	Univ. of Bayero Nigeria 5/6/1985
14.	OSUEKE ECA/AF-76	"	COMMUNITY HEALTH PLANNER	"	ICM, Washington	
15.	UTHMAN O. ECA/AF-018	"	AGRICULTURAL ENGINEER SPECIALIZED IN TROPICAL AGRICULTURE	"	" " 31/8/1984	
16.	WORDU ECA/AF-108	"	BIOCHEMISTRY/PUBLIC HEALTH NUTRITIONIST	"	ICM, Washingon	N.A.
17.	ECA/AF-63	"	MICROBIOLOGIST & PARASITOLOGIST	"	" "	N.A.
18.	ANAMAN Kwabona A. ECA/AF-73	GHANA	AGRICULTURAL ECONOMIST	usa	ICM, Washington 20 Jan. 1984	Univ. of Zambia, 26/6/1985 Univ. of Kumasi, Ghana
19.	ATTA-POKU ECA/AF-66	"	ACCOUNTANT FINANCE	"	ICM, Washington May 1, 1984	Univ. of Zambia, 26/6/1985
20.	BOAMAH Kwadwo D. ECA/E-003	"	AGRICULTURAL ENGINEER	CH	ICM, Europe Sept. 17, 1984	Owerri Nigeria 20/9/1984 N.A.

	NAME	COUNTRY OF ORIGIN	QUALIFICATION	COUNTRY OF MIGRATION	RECRUITED BY	APPLIED FOR PLACEMENT
21.	BROWN ECA/AF-95	GHANA	ECONOMIST/RURAL DEVELOPMENT PLANNER	USA	ICM, Washington	
22.	DADSON William K. ECA/AF-85	"	FINANCIAL COMPTROLLER (ADVERTISING & BUSINESS, FINANCE, BANKING, INTERNATIONAL STUDIES, INTERNATIONAL MANAGEMENT	"	ICM, Washington July 15, 1984	UST Kumasi, Ghana, 7/5/1985 University of Zambia 26/6/1985 N.A.
23.	DEBRAH S. ECA/AF-77	"	AGRICULTURAL ECONOMIST	"	ICM, Washington Aug. 15, 1984	Univ. of Zambia, 26/6/1985 N.A.
24.	MUMUNI ECA/AF-110	"	CIVIL/STRUCTURAL ENGINEER	"	ICM, Washington	Univ. of Kano & Kwara State College
25.	NYAMEKYE Boamakwame ECA/AF-37	"	ANIMAL NUTRITIONIST	"	ICM, Washington	Univ. of Legon 12/6/1984 Kumasi, Ghana, 6/5/1985 N.A.
26.	TAY Samuel C.K. ECA/AF-008	"	VETERINARY DOCTOR	"	" "	
27.	TEKPETEY ECA/AF-82	"	ANIMAL PHYSIOLOGIST	"	" "	
28.	TETEY Kudjo A. ECA/AF-105	"	MUSICIAN	"	" "	Univ. of Nsukka, Nigeria 26/11/1984 N.A.

	NAME	COUNTRY OF ORIGIN	QUALIFICATION	COUNTRY OF MIGRATION	RECRUITED BY	APPLIED FOR PLACEMENT
29.	YARNEY ECA/AF-80	GHANA	ANIMAL SCIENTIST	USA	ICM, Washington	N.A.
30.	ECA/AF-43	"	SOIL SCIENTIST	"	" "	N.A.
31.	ALIPOE Dovi-Akue ECA/AF-46	TOGO	AGRICULTURAL ECONOMIST	USA	ICM, Washington	Univ. of Niamey, 3/7/1984
32.	WIHETA ECA/AF-91	"	BUSINESS MANAGER	"	" "	
33.	RUSS ECA/AF-120	LIBERIA	BUSINESS/PUBLIC ADMINISTRATOR	USA	ICM, Washington	

CENTRAL AFRICAN CANDIDATES' QUALIFICATIONS

Medical Sciences

-General Practitioner.....
-Surgeon.....
-Pediatrician.....
-Pathologist.....
-Epidemiologist.....
-Parasitologist & Microbiologist.....
-Medical Social Worker.....1
-Community Health Planner.....
-Physician (Public Health).....
-Industrial & Occupational Dr. .....
-Pharmacist.....

Food Science

-Nutritionist.....
-Dietary Aid.....

Animal Science

-Veterinarian.....1
-Livestock Scientist.....
-Animal Scientist.....
-Poultry Parasitologist.....
-Animal Nutritionist.....

Life Sciences

-Biologist.....

Physical Sciences

-Chemistrist.....1

Mathematics Sciences

-Mathematician.....

Engineering

-Civil & Structural Engineer.....
-Hydrologist.....
-Chemical Engineer.....
-Metallurgist.....
-Electronics Engineer.....

Agricultural Sciences

-Agricultural Engineer.....
-Agricultural Economist.....
-Plant Pathologist.....
-Forestry & Forest Geneticist.....
-Soil Scientist.....
-Agronomist/Plant Geneticist.....1
-Agronomist/Sylviculturist.....1
-Agronomist/Horticulturist.....1

Social Sciences

-Accountant.....
-Finance= Financial Analyst.....
- " Planner.....
-International Trade.....
-Business/Management.....
-Public Administrator.....
-Economist.....4
-Personnel Manager.....
-Educational Administrator.... 2
-Teacher of Law.....1
-Social Worker.....
-Journalist/Media Specialist.....
-Social Scientist.....1

Art

-Architect.....1
-Musician.....

TOTAL 15

	NAME	COUNTRY OF ORIGIN	QUALIFICATION	COUNTRY OF MIGRATION	RECRUITED BY	APPLIED FOR PLACEMENT
1.	CHANSA G. ECA/AF-89	ZAIRE	PROFESSOR OF CHEMISTRY	USA	ICM, Washington	Univ. of Niamey, 15/2/1985 Bulawayo Technical College 30/4/1985
2.	KAFUSHA M.K. ECA/AF-71	"	ARCHITECT, ARTIST	"	" "	Univ. of Ghana Owerri, Nigeria, 5/12/1984
3.	KUYENA D.Z. ECA/E-009	"	PROFESSOR OF ECONOMICS	BELGIUM	ICM, Europe	Univ. of Niamey 15/10/1984
4.	MAMPUYA N. ECA/E-011	"	AGRONOMIST/ SIVICULTURIST	ITALY	" "	Univ. of Legon, Ghana, 7/9/1984 Univ. of Niamey, 7/9/1984
5.	MUELA M. ECA/E-013	"	MEDICAL SOCIAL WORKER	FRANCE	" "	
6.	MUKENGUE D. ECA/3-014	"	ADMINISTRATOR/ PROFESSOR	BELGIUM	" "	
7.	MUNDALA ECA/AF-64	"	COMPARATIVE EDUCATOR	USA	ICM, Washington	Univ. of Niger, 30/1/1985 N.A.
8.	MUPENDA G. ECA/E-015	"	PROFESSOR OF ECONOMICS	BELGIUM	ICM, Europe	Univ. of Niamey
9.	NGOKEWY N. ECA/AF-006	"	SOCIAL SCIENTIST	USA	ICM, Washington	Univ. of Niamey, 14/8/1984 (in the meantime placed in Zaire) N.A.

	NAME	COUNTRY OF ORIGIN	QUALIFICATION	COUNTRY OF MIGRATION	RECRUITED BY	APPLIED FOR PLACEMENT
10.	LE BANA K. ECA/E-004	CAMEROON	TEACHER OF LAW	FRANCE	ICM, Europe	
11.	 ECA/AF-76	"	ECONOMIST	USA	ICM, Washington	N.A.
12.	HASSAN M. ECA/E-006	CHAD	VETERINARIAN	W. GERMANY	ICM, Europe	
13.	KABADI H. ECA/AF-005	"	AGRICULTURIST HORTICULTURIST	USA	ICM, Washington	Univ. of Ghana, 30/1/1985
14.	TOBO R. ECA/AF-38	"	AGRICULTURIST- AGRONOMIST	"		Univ. of Ghana, 12/3/1985 N.A.
15.	OYONO Sa. V. ECA/E-016	EQ. GUINEA	ECONOMIST	CH	ICM, Europe	

NORTH AFRICAN CANDIDATES' QUALIFICATIONS

Medical Sciences

-General Practitioner.....1
-Surgeon.....
-Pediatrician.....
-Pathologist.....
-Epidemiologist.....
-Parasitologist & Microbiologist.....
-Medical Social Worker.....
-Community Health Planner.....
-Physician (Public Health).....
-Industrial & Occupational Dr. .....
-Pharmacist.....

Food Science

-Nutritionist.....
-Dietary Aid.....

Animal Science

-Veterinarian.....
-Livestock Scientist.....
-Animal Scientist.....
-Poultry Parasitologist.....
-Animal Nutritionist.....

Life Sciences

-Biologist.....

Physical Sciences

-Chemistrist.....

Mathematics Sciences

-Mathematician.....1

Engineering

-Civil & Structural Engineer.....
-Hydrologist.....
-Chemical Engineer.....
-Metallurgist.....
-Electronics Engineer.....1

Agricultural Sciences

-Agricultural Engineer.....
-Agricultural Economist.....
-Plant Pathologist.....
-Forestry & Forest Geneticist.....
-Soil Scientist.....
-Agronomist/Plant Geneticist.....1
-Agronomist/Sylviculturist.....
-Agronomist/Horticulturist.....

Social Sciences

-Accountant.....
-Finance= Financial Analyst.....
- " Financial Planner.....
-International Trade.....
-Business/Management.....
-Public Administrator.....
-Economist.....1
-Personnel Manager.....
-Educational Administrator.....
-Teacher of Law.....
-Social Worker.....
-Journalist/Media Specialist.....
-Social Scientist.....

Art

-Architect.....1
-Musician.....

TOTAL 8

	NAME	COUNTRY OF ORIGIN	QUALIFICATION	COUNTRY OF MIGRATION	RECRUITED BY	APPLIED FOR PLACEMENT
1.	ABEDLRAHMAN A. ECA/AF-002	SUDAN	AGRONOMIST	USA	ICM, Washington 14/8/1984	Univ. of Legon, Faculty of Agricultural Nutrition 14/8/1984 N.A.
2.	DENG L. ECA/AF-93	"	DEVELOPMENT ECONOMICS	"	ICM, Washington 26/6/1985	Univ. of Zambia, 26/6/1985 Univ. of Cape Coast, Ghana, Sokoto Univ. Nigeria Kano Univ. Nigeria
3.	EL HASSAN Y.M ECA/AF-75	"	ANIMAL SCIENCE	"	ICM, Washington	Beyero Univ. Kano, Nigeria 29/05/1985 Univ. of Zimbabwe, 21/6/1985 Sokoto Univ. Nigeria
4.	HASSAN OMER EL FAROUK ECA/E-005	"	MEDICAL DOCTOR	GERMANY	ICM, Europe	
5.	ECA/AF-70	"	ELECTRONIS ENGINEER	USA	ICM, Washington	N.A.
6.	ABDEL-MALEK A.A ECA/AF-001	EGYPT	TEACHER IN ANIMAL SCIENCE	USA	ICM, Washington 31/07/1984	Univ. of Legon, lecturer in ruminant nutrition, 31/7/1984

	NAME	COUNTRY OF ORIGIN	QUALIFICATION	COUNTRY OF MIGRATION	RECRUITED BY	APPLIED FOR PLACEMENT
7	BERKANE M. ECA/AF-54	ALGERIA	MATHEMATICIAN/ STATICITIAN	USA	ICM, Washington	Univ. of Malawi, 24/7/1984 Bulawayo Technical College, 30/4/1985
8.	HAMDOUCHE A. ECA/AF-55	"	ARCHITECT	"	" "	Univ. of Nigeria, 24/7/1984

276 CURRENT JOB OFFERS IN AFRICA

Field	Country		Number
AGRICULTURE	Ghana		11
	Kenya		1
	Niger		2
	Nigeria		3
	Somalia		1
		Total	18
ANIMAL SCIENCE	Ghana		2
ARCHITECTURE	Ghana		5
	Nigeria		5
		Total	10
ART EDUCATION	Nigeria		5
BUSINESS	Ghana		5
	Kenya		7
	Malawi		2
	Niger		3
	Nigeria		9
	Somalia		8
	Tanzania		1
	Zambia		3
	Zimbabwe		12
		Total	50
CLASSICS	Ghana		2
	Niger		3
		Total	5
COMMUNICATIONS	Kenya		1

Field	Country		Number
COMPUTER SCIENCE	Nigeria		2
	Zimbabwe		1
		Total	3
DEMOGRAPHY	Ghana		1
	Kenya		1
		Total	2
EDUCATION	Kenya		1
	Niger		1
	Nigeria		4
		Total	6
ENGINEERING	Ghana		11
	Kenya		6
	Malawi		3
	Niger		1
	Nigeria		18
	Somalia		7
	Zimbabwe		10
		Total	56
ENVIRONMENTAL DESIGN	Kenya		1
	Nigeria		6
		Total	7
FOOD SCIENCE	Ghana		1
GEOGRAPHY	Niger		2

Field	Country		Number
HEALTH	Ghana		1
	Kenya		5
	Niger		1
	Nigeria		16
	Somalia		2
	Tanzania		1
		Total	26
HOME ECONOMICS	Ghana		1
	Kenya		1
		Total	2
INDUSTRIAL TECHNICIANS	Kenya		2
	Nigeria		1
	Somalia		17
	Tanzania		1
	Zimbabwe		2
		Total	23
LIFE SCIENCES	Ghana		5
	Kenya		10
	Niger		5
	Nigeria		12
	Somalia		1
		Total	33
LINGUISTICS	Ghana		2
	Niger		1
		Total	3
MATHEMATICS	Malawi		1
	Nigeria		1
	Somalia		1
		Total	3
MUSIC	Nigeria		1

Field	Country	Number
NATURAL RESOURCES	Ghana	11
PHOTOGRAPHY	Ghana	1
PHYSICS	Nigeria	1
PUBLIC ADMINISTRATION	Somalia	1
RURAL DEVELOPMENT	Somalia	1
TEXTILES	Kenya	1
	Nigeria	1
	Total	2

Field	Country	Number
Agriculture	Ghana	11
Animal Science	"	2
Architecture	"	5
Business	"	5
Classics	"	2
Demography	"	1
Engineering	"	11
Food Science	"	1
Health	"	1
Home economics	"	1
Life Sciences	"	5
Linguistics	"	2
Natural Resources	"	11
Photography	"	1
		59
Agriculture	Kenya	1
Business	"	7
Communications	"	1
Demography	"	1
Education	"	1
Engineering	"	6
Environmental Design	"	1
Health	"	5
Home economics	"	1
Industrial Technicians	"	2
Life Sciences	"	10
Textiles	"	1
		37
Business	Malawi	2
Engineering	"	3
Mathematics	"	1
		6

Field	Country	Number
Agriculture	Niger	2
Business	"	3
Classics	"	3
Education	"	1
Engineering	"	1
Geography	"	2
Health	"	1
Life Sciences	"	5
Linguistics	"	1
		19
Agriculture	Nigeria	3
Architect	"	5
Art Education	"	5
Business	"	9
Computer Science	"	2
Education	"	4
Engineering	"	18
Environmental Design	"	6
Health	"	16
Industrial Technicians	"	1
Life Sciences	"	12
Mathematics	"	1
Music	"	1
Physics	"	1
Textiles	"	1
		85
Agriculture	Somalia	1
Business	"	8
Engineering	"	7
Health	"	2
Industrial Technicians	"	17
Life Sciences	"	1
Mathematics	"	1
Public Administration	"	1
Rural Development	"	1
		39

Field	Country	Number
Business	Tanzania	1
Health	"	1
Industrial Technicians	"	1
		3
Business	Zambia	3
Business	Zimbabwe	1?
Computer Science	"	1
Engineering	"	10
Industrial Technicians	"	?
		25

CANDIDATES' cv's DISPATCHED ON UNIVERSITIES REQUEST (1984/86)

N.A.= No more available.

Candidates' Names and Nationalities	Availability	Name of University	Dispatched by	Date	Action
ALIPOE D.A. (Togo)		Univ. of Niamey (Niger)	ICM	3/7/84	
AMHA-TSION (Ethiopia)		"	"	16/10/84	
CHANSA (Zaire		"	"	15/2/85	
KESI N. (Kenya)		"	"		
KUYENI (Zaire)		"	"	15/10/84	
MAMPUYA (Zaire)		"	ECA	7/9/84	Rejected
MUNDALA (Zaire)	N.A.	"	ICM	30/1/85	
MUPENDA (Zaire)		"	ECA	15/10/84	
NGOKWEY N. (Zaire)	N.A.	"	ECA	14/8/84	
ABDEL-MALEK A. (Egypt)		Univ. of Legon (Ghana)	ICM	31/7/84	
ABDELRAHMAN A. (Sudan)	N.A.	"	"	14/8/84	
HABIMANA (Uganda)		"	"	11/4/85	
KABIDI (Chad)		"	ECA	30/1/85	
KESI (Kenya)		"	ICM	12/6/84	
MAMPUYA (Zaire)		"	ECA	7/9/84	Rejected
MIBEY (Kenya)	N.A.	"	ICM	19/9/84	
NWAIFE-JOKWU (Nigeria)		"	"	12/6/84	
NYAMEKYE-BOAMAH (Ghana)	N.A.	"	"		
ODWONGO (Uganda)	N.A.	"	"	Oct./84	
TABO (Chad)	N.A.	"	ECA	12/3/85	
TIGENEH (Ethiopia		"	ICM	31/8/84	
KAFUSHA (Zaire)		"	"	12/84	
DENG (Sudan)		Unv. of Cape Coast (Ghana)	ICM	11/85	

Candidates' Names and Nationalities	Availability	Name of University	Dispatched by	Date	Action
ANAMAN (Ghana)		Univ. of Kumasi (Ghana)	ICM	2/85	
ATTA-POKU (Ghana)		"	"	2/85	
BROWN (Ghana)		"	ECA	2/85	
DADSON	N.A.	"	"	7/5/85	Job offered
DEBRAH (Ghana)	N.A.	"	ICM	10/85	Job offered but candidate N.A.
KESI (Kenya)		"	"		
MUMUNI (Ghana)		"	"		
NYAMEKYE BONNAH (Ghana)	N.A.	"	ECA	6/5/85	Job offered
TEKPETEY (Ghana)	N.A.	"	ICM	2/85	
YARNEY (Ghana)	N.A.	"	"		
MORO E.B. (Uganda)	N.A.	"	ECA	15/8/85	
HASSAN OMER EL F. (Sudan)		"	"	15/8/85	
ISSE A. MAHMOUD (Somalia)		"	"	15/8/85	
AUGUSTINE K. (Nigeria)		Univ. of Lagos (Nigeria)	ICM	19/2/85	
BAKARA (Burundi)		Univ. of Nsukka (Nigeria)	ICM	31/8/84	
ETTE Iniedi (Nigeria)	N.A.	"	"	12/3/85	
NTAMPI (Uganda)		"	"	24/8/84	
NWATPE-JOKWU (Nigeria)		"	ECA	31/8/84	Rejected
NWATPE-JOKWU (Nigeria)		"	"	28/3/86	Nsukka Univ. interested again in candidate
TIGENEH (Ethiopia)		"	"	31/8/84	Rejected
TETEY (Ghana)	N.A.	"	ICM	26/11/84	
HAMDOUCHE (Algeria)		"	"	24/7/84	
OMOIKE (Nigeria)	N.A.	"	"	27/8/84	
MUMUNI (Ghana)		Kwara State College (Nigeria)	ICM	2/86	

Candidates' Names and Nationalities	Availability	Name of University	Dispatched by	Date	Action
BONMAH KWODWO (Ghana)	N.A.	Univ. of Owerri (Nigeria)	ECA	21/9/84	Rejected
HAMDOUCHE (Algeria)		"	ICM	24/7/84	
KAFUSHA (Zaire)		"	ECA	5/12/84	
OMOIKE (Nigeria)	N.A.	"	ICM	27/8/84	
UTHMAN (Nigeria)		"	ECA	Nov./84	Rejected
BARADE S.	N.A.	Univ. of Polytechic AUCHI (Nigeria)	ECA	22/5/85	
MWOKOLO (Nigeria)		"	"	10/6/85	
NTAMBI (Uganda)		Univ. of Enugu (Nigeria)	ECA	3/85	
AFOLABI (Nigeria)		Jos University (Nigeria)	ICM	3/86	
ONOKPISE (Nigeria)		"	"	3/86	
OSUEKE (Nigeria)		"	"	3/86	
TESEMMA (Ethiopia)		"	"	3/86	
ALIPOE (Togo)		International Institute of Managerial Technology (Nigeria)	ICM	3/86	
CHANSA (Zaire)		"	"	3/86	
KASULE (Uganda)		"	"	3/86	
ANEMAN (Ghana)		Kenyatta University (Kenya)	ICM	2/86	
ALIPOE (Togo)		"	"	2/86	
DENG (Sudan)		"	"	2/86	
KAFUSHA (Zaire)		"	"	2/86	
MUNDA (Kenya)		"	"	2/86	
ZECHARIAS (Ethiopia)		"	"	2/86	

Candidates' Names and Nationalities	Availability	Name of University	Dispatched by	Date	Action
ACHOLLO (Kenya)		Egerton College (Kenya)	ICM	4/86	
KIANO (Kenya)		"	"	4/86	
MUNUTI (Ghana)		"	"	4/86	
NTAMBI (Uganda)		"	"	4/86	
OKEREKE (Nigeria)		"	"	4/86	
ONDIEGI (Kenya)		"	"	4/86	
ORINDA (Kenya)		"	"	4/86	
SHOO (Tanzania)		"	"	4/86	
ACHOLLO (Kenya		Univ. of Nairobi (Kenya)	ICM	3/86	
OKELO (Kenya)		"	"	3/86	
OSUEKE (Nigeria)		"	"	3/86	
EL HASSAN Y.M. (Sudan)		Univ. of Juba (Sudan)	ECA	19/3/86	
ONOKPISE (Nigeria)		"	"	19/3/86	
ZECHARIAS (Ethiopia)		"	ICM	4/86	
BERKANE (Algeria)		UST Houari Boumediene (Algeria)	ECA	10/3/86	
KABIDI (Chad)		"	"	10/3/86	
DADSON (Ghana)		Univ. of Sierra Leone	ICM	8/1/86	Sierra Leone was interested but candidate is N.A.
NWAIFE-J. (Nigeria)		"	"	8/1/86	
ZECHARIAS (Ethiopia)		"	"	8/1/86	

Candidates' Names and Nationalities	Availability	Name of University	Dispatched by	Date	Action
DENG (Sudan)		Univ. of Sokoto (Nigeria)	ICM	10/85	
EL HASSAN Y.M. (Sudan)		"	"	10/85	
EL HASSAN Y.M. (Sudan)		Bayero University (Nigeria)	ICM	5/6/85	
ONOKPISE (Nigeria)		"	"	5/6/85	
DENG (Sudan)		Univ. of Kano (Nigeria)	ICM	10/85	
EL HASSAN Y.M. (Sudan)		"	"	10/85	
MUMUNI (Ghana)		"	"	10/85	
ETTE (Nigeria)	N.A.	Univ. of Jos (Nigeria)	ICM	1/86	Placement accepted with Univ. of Jos, 4/86
ODWONGO (Uganda)	N.A	Univ. of Makerere (Uganda)	ICM	11/10/84	
ISSE (Somalia)		Somali National University (Somalia)	ICM	24/7/85	
BERKANE (Algeria)		Univ. of Malawi	ICM	24/7/84	
NWAIFE-JOKWU (Nigeria)		"	"	31/8/84	
ANAMAN (Ghana)		Univ. of Zambia	ICM	26/6/85	
ATTA-POKU (Ghana)		"	"	26/6/85	
DADSON (Ghana)	N.A.	"	"	26/6/85	
DEBRAH (Ghana)	N.A.	"	"	26/6/85	
DENG (Sudan)		"	"	26/6/85	
ETTE (Nigeria)	N.A.	"	"	26/6/85	Univ. accepted him for placement

Candidates' Names and Nationalities	Availability	Name of University	Dispatched by	Date	Action
NWAIFE-JOKWN (Nigeria		Univ. of Zambia	ICM	26/6/85	
TIGENEH (Ethiopia)		"	"	26/6/85	
DERKANE (Algeria)		Bulawayo Technical College (Zimbabwe)	ICM	30/4/85	
CHANSA (Zaire)		"	"	30/4/85	
CHOMBO (Zimbabwe)		"	"	30/4/85	
SHOO (Tanzania)		"	"	30/4/85	
EL HASSAN Y.M. (Sudan)		Univ. of Zimbabwe	ICM	31/5/85	

DISTRIBUTION OF JOB OFFERS AMONG NIGERIAN UNIVERSITIES (1982/1985)

Job Offers \ University	Auchi Polytechnic	University of Nigeria - Nsukka	College of Technology of Owerri	University of Benin	University of Lagos Akoka - Yaba	Kwara State College of Technology	Institute of Management & Technology Enugu	TOTAL
Engineering	11	2	2		1	2		18
Business	5	2			1		1	9
Life Sciences		12						12
Health		9		6	1			16
Industrial Technology	1							1
Agriculture			3					3
Architecture	1		4					5
Environmental Design	5		1					6
Education	4							4
Art Education	5							5
Mathematics					1			1
Computer Science	2							2
Textiles	1							1
Music		1						1
Physics	1							1
TOTAL	36	76	10	6	4	2	1	85

Distribution of Job offers
among Ghanian Universities
(1982/1985)

University / Job offers	University of Legon	University of Kumasi	T O T A L
Engineering		11	11
Business	5		5
Life Sciences	3	2	5
Health		1	1
Agriculture	11		11
Natural Resources		11	11
Architecture		5	5
Classics	2		2
Linguistics	2		2
Animal Sciences	2		2
Demography	1		1
Home economics	1		1
Food Science		1	1
Photography		1	1
TOTAL	27	32	59

Job offers at the University of Niamey- Niger

(1992/1995)

Engineering	1
Business	2
Life Sciences	5
Health	1
Agriculture	2
Education	1
Classics	3
Linguistics	1
Geography	
TOTAL	16

UNITED NATIONS ECONOMIC COMMISSION FOR AFRICA
AS AN EXECUTING AGENCY

STATEMENT ON PROJECT EXECUTED

FOR PERIOD AS AT 31 MARCH 1986

DONOR: The Intergovernmental Committee for Migration (ICM)

PROJECT TITLE: The Return of Skills Programme for Africa

PROJECT NUMBER:

ECA ACCOUNT NUMBER: DMRAFOK31

Budget Line	Description	Funds Allocated for	Unliquidated Obligations	Disbursements	Total Expenditures	Unencumbered Balance
1100	Project staff	52,680.00	-	7,407.63	7,407.63	45,272.37
1301	Bilingual secretary	14,257.00	-	7,240.20	7,240.20	7,016.80
1500	Mission costs	5,000.00	-	-	-	5,000.00
5300	Communication	2,000.00	-	45.00	45.00	1,955.00
5400	13% programme support	9,612.00	-	1,910.07	1,910.07	7,701.93
		83,549.00	-	16,602.90	16,602.90	66,946.10